

# North Carolina Professionals Health Program



[Testimonials](#) [Referrals](#) [Impact](#) [Donate](#) [About](#) [Contact](#)



PHYSICIANS,  
PHYSICIAN ASSISTANTS  
AND PERFUSIONISTS

PHARMACISTS AND  
PHARMACY  
PERSONNEL

VETERINARIANS AND  
VETERINARY  
TECHNICIANS

FAMILY AND FRIENDS

HEALTHCARE  
ORGANIZATIONS AND  
EMPLOYERS

## WELCOME

The North Carolina Professionals Health Program (NCPHP) – Encouraging the well-being and recovery of medical professionals through compassion, support and accountability.

Our experienced team assists health care providers with substance use disorders, mental health issues, burnout, communication problems and other issues that may affect their ability to deliver optimal care and services to their patients. Our expert evaluation, monitoring, and treatment referral programs also provide the basis upon which we advocate for participants to their employers, partners, hospitals, insurance panels, and licensing boards.

## NEWS

**AMA STEPS forward: Preventing Physician Suicide Module**  
[Read more.](#)

**Physician Suicide: Five Things to Know About...**  
[Read more.](#)

**NC Medical Journal: Substance Use in North Carolina**  
September/October 2024  
[Read more.](#)

# North Carolina Professionals Health Program

- Established in 1988
- Initially administered by NC Medical Society Foundation
- Currently a free-standing non-profit 501(c)(3) corporation
- Provides services to physicians, physician assistants, perfusionists, pharmacists, pharmacy personnel, veterinarians/vet techs

# North Carolina Professionals Health Program

“NCPHP initially provides for an understanding and supportive meeting. This may lead to referral for assessment or treatment, if needed. NCPHP primarily provides monitoring, advocacy, and support services.”

# Relationship with the NCMB

- N.C. Gen. Stat. §90-14(b)

The Board shall refer to the North Carolina Physicians Health Program all licensees whose health and effectiveness have been significantly impaired by alcohol, drug addiction or mental illness. Sexual misconduct shall not constitute mental illness for purposes of this subsection.

# § 90-21.22. Health program for medical professionals

(a) The North Carolina Medical Board (Board) may enter into agreements with the . . . North Carolina Physicians Health Program (Program) for the purposes of identifying, reviewing, and evaluating the ability of licensees of the Board who have been referred to the Program to function in their professional capacity and to coordinate regimens for treatment and rehabilitation. The agreement shall include guidelines for all items outlined below:

- (1) The assessment, referral, monitoring, support, and education of licensees of the Board by reason of a physical or mental illness, a substance use disorder, or professional sexual misconduct.
- (2) Procedures for the Board to refer licensees to the Program.
- (3) Criteria for the Program to report licensees to the Board.
- (4) A procedure by which licensees may obtain review of recommendations by the Program regarding assessment or treatment.
- (5) Periodic reporting of statistical information by the Program to the Board, the Society, and the Academy.

Confidentiality of nonpublic information.

# Breaking anonymity

N.C. Gen. Stat. §90-21.22

The Program shall report immediately to the Board detailed information about any licensee of the Board who meets any of the following criteria:

- (1) The licensee constitutes an imminent danger to patient care by reason of mental illness, physical illness, substance use disorder, professional sexual misconduct, or any other reason.
- (2) The licensee refuses to submit to an assessment as ordered by the Board, has entered into a monitoring contract and fails to comply with the terms of the Program's monitoring contract, or is still unsafe to practice medicine after treatment.

# Confidentiality

N.C. Gen. Stat. §90-21.22(e)

Any information acquired, created, or used in good faith by the Program pursuant to this section is privileged, confidential, and not subject to discovery, subpoena, or other means of legal compulsion for release to any person other than to the Board, the Program, or their employees or consultants. No person participating in good faith in the Program shall be required in a civil case to disclose the fact of participation in the Program or any information acquired or opinions, recommendations, or evaluations acquired or developed solely in the course of the Program pursuant to this section.

# Referral Sources

	2023		2022		2021		2020	
Anonymous	1	1%	0	0%	0	0%	0	0%
Another State PHP	4	2%	0	0%	5	3%	0	0%
Attorney	7	4%	3	2%	9	5%	5	2%
Family/Friend	0	0%	1	.5%	0	0%	1	.5%
<b>Group/Employer</b>	<b>21</b>	<b>13%</b>	<b>26</b>	<b>16%</b>	<b>21</b>	<b>12%</b>	<b>24</b>	<b>11%</b>
<b>Hospital</b>	<b>5</b>	<b>3%</b>	<b>12</b>	<b>7.5%</b>	<b>12</b>	<b>7%</b>	<b>9</b>	<b>4%</b>
Colleague	0	0%	0	0%	3	2%	3	1.5%
<b>NC Medical Board</b>	<b>88</b>	<b>55%</b>	<b>80</b>	<b>50%</b>	<b>76</b>	<b>45%</b>	<b>70</b>	<b>32%</b>
<b>Program Director</b>	<b>2</b>	<b>1%</b>	<b>1</b>	<b>.5%</b>	<b>5</b>	<b>3%</b>	<b>6</b>	<b>3%</b>
<b>Self-Referral</b>	<b>29</b>	<b>18%</b>	<b>36</b>	<b>23%</b>	<b>36</b>	<b>21%</b>	<b>42</b>	<b>19%</b>
Treatment Center	2	1%	1	.5%	2	1%	0	0%
Treating Physician	1	1%	0	0%	1	1%	1	.5%
<b>Total</b>	<b>160</b>		<b>160</b>		<b>170</b>		<b>216</b>	



# PHP Referral Types

	2023		2022		2021		2020	
Substance Use	72	45%	66	41%	81	47%	133	62%
Mental Health	15	9%	8	5%	20	12%	13	6%
Workplace Behavior	40	25%	49	31%	39	23%	37	17%
Other	13	8%	18	11%	5	3%	11	5%
PSM	2	1%	4	3%	12	7%	4	2%
Burnout	7	4%	3	2%	5	3%	3	2%
Substance Use/ Mental Health	11	7%	12	7%	8	5%	15	6%
	160		160		170		216	